

The Global Flourishing Research Collective

Enabling Organizations to Thrive

FREQUENTLY ASKED QUESTIONS

Q: What is the Global Flourishing Research Collective?

A: It's a peer research initiative co-developed by the leaders of the [Human Flourishing Program](#) from Harvard University and Executive Networks. [Here is a summary.](#)

Q: Where can I learn more about the Global Flourishing Research Collective?

A: Dr. Tyler VanderWeele led a one-hour webinar on Jan. 21, 2021 detailing the collective and its goals. Here is a link to [the recording](#). You may request additional information [here](#).

Q: As an Executive Networks member, what is required for me to participate in the initial research?

A: All members are encouraged to participate in the Flourishing Assessment. To do so, you will need to designate a project lead from your team, who will work with Global Flourishing Research Collective to obtain 400 survey responses from your company's population. You can designate a project lead for your team by contacting Flourishing Metrics [here](#).

Q: What value will my company receive in exchange for participating in the initial research?

A: The Flourishing Metrics team will prepare and deliver a unique report for each company and provide an executive level briefing on the report to share insights, identify top priorities, and provide directional suggestions for improving the flourishing of your people. You may use those insights to develop programs or conduct further research to help your employees flourish.

Q: Who is Flourishing Metrics?

A: [Flourishing Metrics](#), LLC is a joint-venture partnership between the Human Flourishing Program at Harvard University, Executive Networks, and researchers Tyler VanderWeele, Ph.D., Matthew Wilson, Ph.D., and Todd Hall, Ph.D.

Q: What is the goal of the Flourishing Metrics Global Employee Flourishing Research Initiative?

A: To help organizations understand the degree to which their workers are flourishing so they can better support their employees over time.

Q: What is Flourishing Metrics' Vision?

A: To have a positive impact on peoples' lives by providing tools to help them assess and improve their overall level of human flourishing; To help organizations assess and track employee flourishing so they can make data-informed decisions to better support their employees over time; To help all people in society flourish.

Q: What role does Harvard University have in this research?

A: The Human Flourishing Program at Harvard is sponsoring this research financially, and Faculty and researchers at the Human Flourishing program will participate in analyzing the data collected from the Global Flourishing Research Initiative alongside Flourishing Metrics. Harvard itself does not sponsor or endorse any particular research of its faculty at its faculty.

Q: How is Harvard University related to Flourishing Metrics?

A: Harvard University is an equity partner of Flourishing Metrics LLC. Harvard has licensed the worldwide copyright of the Flourishing Index™ to Flourishing Metrics for commercial purposes (in non-mobile device applications). Flourishing Metrics expanded the Flourishing Index to create the Flourishing Assessment to assist organizations in measuring and promoting employee well-being.

Q: Who are the researchers leading the Global Employee Flourishing Research?

A: [Tyler J. VanderWeele, PhD](#)

Tyler J. VanderWeele is the John L. Loeb and Frances Lehman Loeb Professor of Epidemiology in the Departments of Epidemiology and Biostatistics at the Harvard T.H. Chan School of Public Health, and Director of the Human Flourishing Program at Harvard University. He holds degrees from the University of Oxford, University of Pennsylvania, and Harvard University in mathematics, philosophy, theology, finance, and biostatistics. Dr. VanderWeele's research spans psychiatric and social epidemiology; the science of happiness and flourishing; and the study of religion and health. He has published over three hundred papers in peer-reviewed journals and is author of the books *Explanation in Causal Inference* (2015), *Modern Epidemiology* (2021), and *Measuring Well-Being* (2021).

A: [Matthew F. Wilson, PhD](#)

Matthew F. Wilson is Assistant Professor of philosophy at John Brown University. He is the former Associate Director of Harvard's Human Flourishing Program and he currently serves as the program's Strategic Partnerships Coordinator. Dr. Wilson writes and lectures on topics in virtue ethics, character, and business ethics. He is especially interested in the "virtue of taking ownership" and is currently working on a monograph with that title. Dr. Wilson previously held positions in finance, marketing, and product management with Fortune 500 companies such as Volvo AB and Danaher Inc. He has an M.B.A. from Indiana University and his Ph.D. from Baylor University.

A: [Todd W. Hall, PhD](#)

Todd W. Hall is a faculty affiliate in the Harvard Human Flourishing Program, Professor of Psychology at Biola University, founding partner at Flourishing Metrics, and founding partner at Pruvio, Inc. An award-winning and leading researcher in the area of spiritual well-being, Dr. Hall's current research focuses on relational spirituality, emerging adult spirituality, the measurement of spirituality and well-being, attachment-based leadership, and employee motivation. He has co-developed numerous commercial assessments, including The Motivation Code and the Flourishing Assessment. He is co-author of the books *The Motivation Code* (2020), *Psychology in the Spirit* (2010), and author of *Relational Spirituality* (2021).

Q: How will my company engage with the Flourishing Metrics team?

A: The Flourishing Metrics team will connect with your company to share the Assessment link, support your team on who to send it out to and how many people should be sent the link in order to generate a minimum of 400 responses. The Flourishing Metrics team will also set up a 'how-to' webinar in early February 2021 to support the tactical implementation requirements, ensure your team is supported, and manage the feedback process.

Q: When will my company get the Assessment link if I sign up?

A: All participating EN members will be granted the assessment link and subsequent report as part of their paid EN membership at no additional charge. You will need to designate a company representative who will be in charge of distribution of the assessment link within your company. Your company representative can contact [Todd at Flourishing Metrics](#) to receive the link.

Q: How many people should I send the link out to?

A: Survey response rates are typically between 20% and 40%. Flourishing Metrics suggests that you send the link out to 2,000 individuals in order to meet the desired sample size of 400 individuals. ($2000 \times 20\% = 400$). Your company needs to determine how it will handle distribution of the assessment link. We are asking companies to randomly select participants if possible, because this provides the best data accuracy and will be most representative of your company as a whole. If this is not possible, we suggest you send the links out to a broad cross-section of departments within your company.

Q: What if my team has problems with the administration of the link?

A: Please contact [Todd at Flourishing Metrics](#).

Q: How will data collected from my company be used?

A: Data from your company will be kept strictly confidential and used in aggregate to produce the Flourishing Assessment report. This report will be delivered to you shortly after March 15th, 2021, when



we close data collection. Your company's data will contribute to an aggregate database that includes all companies participating in the survey.

Q: Will you capture individual level data?

A: The survey begins by asking your company participant to enter an email address. That is the only piece of identifiable data collected in the survey. This email address will be used to: 1) enable participants to resume the survey where they left if they are not able to complete it in one sitting, and 2) help your company track its progress over time. Without a unique identifier, few conclusions can be made about a company's progress, because you would not know if it is just a different set of people who are taking the assessment.

Flourishing Metrics will keep your company's data 100% secure and confidential. Only you will get access to the report of the aggregate results for your company.

At this time there are no reports available for individual survey participants, although that is functionality that we hope to build in the future to help individual employees and managers access their results in a more detailed way.

Q: How will the Assessment link be delivered to my company?

A: Flourishing Metrics will provide a link and a password to your company representative. You will then be responsible to distribute to the link to your randomly selected employees.

Q: What are the goals of the Global Flourishing Research Collective Network?

A: To connect organizations and their leaders to participate in a global research project that provides normative data for the scientific community; to empower those participating organizations to collaborate with each other and globally recognized Harvard researchers in exploring best practices, solutions, and innovations in helping their people thrive; To help companies think more broadly about employee well-being along each of the seven domains of human flourishing that are measured in the Flourishing Assessment.

Q: Why is the Global Flourishing Research Collective Network important at this time?

A: Ending the incredibly complex year of 2020, companies are struggling with the impending employee and cultural challenges of remote working, social unknowns, and best practices in general. There is no roadmap, toolset, or how-to guide for what will be the new normal. Pre-Covid studies demonstrated the value of employee engagement and well-being. With the dramatic shifts in company culture and disconnected work teams, the risk to companies has never been greater. Gaining deeper insights on risks, warning markers and insights on employee well-being will greatly benefit companies focused on staying relevant and productive.



A recent study showed that for 2021 and beyond, 52% of surveyed companies will implement more virtual care and digital health solutions, 36% will provide expanded access to mental health services and 31% will implement strategies to reduce healthcare costs.

We know that for today's companies, whole human health is important to keep employees, team leaders and organizations optimizing their greatest assets.

Q: What are the requirements of participating in the Global Flourishing Research Collective Network?

A: Your company should commit to the Assessment and be able to share the Assessment link with enough employees (up to 2,000) to be able to return a minimum of 400 responses. Participants in the Flourishing Network will be expected to support the conversations and explorations of how companies can use their directional assessment data to help their people flourish. [Click here](#) to be connected with an Executive Networks representative.

Q: What is the value to my company in participating in the Global Flourishing Research Collective Network?

A: Access to EN's newly launched Flourishing Network Community where peer-to-peer relationships in partnership with the Harvard research team will help uncover insights and unlock solutions for improving employee flourishing.

Access to the Flerish YOU App, a whole-human wellness tool that extends the Flourishing Index to the individual level and provides content, coaching, and goal setting to help individuals thrive.

Access to ongoing research developments from the global project.

Access to beta test/provide user feedback on the beta launch of the Enterprise dashboard from Flourishing Metrics.

Flerish / YOU App

Q: What is Flerish?

A: Flerish is enabling the world to flourish by providing an integrated ecosystem for organizations and individuals to thrive. This whole-human platform provides ongoing assessments backed by the Harvard Human Flourishing Project, content that is customized and AI-driven, and tools that provide coaching, guidance and mentorship along the way.

Flerish provides 'growth for both' – enterprise and individual flourishing support. Its primary product is the YOU App.



Q: What is the YOU App?

A: The YOU app is how the individual keeps the coaching, content, and support provided by Flerish connected to them throughout their day.

The YOU App is supported on iOS and Android devices.

Q: Why is Flerish part of the Flourishing Network?

A: Flerish is the 'how' part of applying solutions for both enterprise and individuals. The live micro-coaching, ongoing content feeds, network connections and more are powerful tools in converting the information about how humans are not flourishing in the six domains of life into being able to thrive.

Q: How can I learn more about the Flerish Platform or get Flerish engaged with my company?

A: Visit www.Flerish.com or email INFO@Flerish.com

Q: How can I get the Flerish YOU App for my employees?

A: The first 20 EN member companies to sign up for the Global Flourishing Research Collective Network will receive 1-year licenses for all employees who participated in the initial free research assessment. Additionally, Flerish offers several solutions for enterprise clients including options for content customization and additional assessments. Visit www.Flerish.com or email INFO@Flerish.com .